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any prior or subsequent Orders. Information which an agency has reason to believe would disqualify a person from federal employment on other than security grounds shall not be disseminated in response to a NAEC, or otherwise, unless the person has been provided the opportunity to confront the source of the information believed to be disqualifying. After receiving the results of a NAEC and completing the inquiry, OPM, for competitive service applicants, and the hiring agency, for excepted service applicants, shall make a determination whether the person is suitable for federal employment.

Section 3. It is necessary for all applicants and employees to meet certain minimum employment suitability standards which promote the efficiency of the service. Failure to meet these minimum employment suitability standards shall be grounds for an agency to refuse to hire an applicant, and to refuse to retain a current employee. To meet minimum federal employment suitability standards, the personal history of the applicant or employee normally should not reflect:

- a. Delinquency or misconduct in prior employment;
- b. Criminal, infamous, dishonest, or notoriously disgraceful conduct;
- c. Refusal to furnish testimony as required by section 5.3 of the Civil Service Rules;
- d. Intentional false statement or deception or fraud in examination or appointment;
- e. Habitual use of intoxicating beverages to excess;
- f. Abuse of narcotics, drugs, or other controlled substances;
- g. Reasonable doubt as to the loyalty of the person involved to the Government of the United States;

h. Any medical condition which makes the individual unfit for service; or

i. Any statutory disqualification which makes the individual unfit for service.

Section 4. With respect to competitive service applicants, OPM shall promulgate such rules and regulations necessary to implement this Order. With respect to competitive service employees and excepted service applicants and employees, each Executive Branch agency shall promulgate such rules and regulations necessary to implement this Order.

Ronald Reagan